

B.A. Bulletin

November 2000

Important Health Benefits News for Benefits Administrators

Upcoming Events

NOV

Nov. 1 – Dec. 1 ~ Annual enrollment for Flexible Benefit Accounts

Nov. 29 ♦ Medicare retiree rate notification mailed

Nov. 29 - Dec. 1 ♦ Human Resources Conference, Virginia Beach

DEC

Dec. 5 ♦ Deadline to key Flexible Benefits Annual Enrollment elections in BES

Dec. 18 ♦ Employee Annual Report published

JAN

Jan. 1 ♦ Happy New Year and Welcome 2001!

Jan. 1 ♦ New retiree premiums go into effect

Jan. 10 ♦ General Assembly convenes for 6-week session

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EmployeeDirect Launched

Flexible Benefits Annual Enrollment has been quite different this year for employees enrolled in Flexible Reimbursement Accounts. The web-based enrollment and health benefits information system recorded more than 200 users in its first week, as employees re-enrolled in their accounts.

While there have been challenges in the inauguration of EmployeeDirect, the constructive input from employees and Benefits Administrators has proved to be very helpful and useful. Here are some reminders about the system:

♣ EmployeeDirect is a real time system, and automatically updates BES when the user enters information. This is a change from the process under KATY.

♣ After the automatic update, BES generates daily turnaround documents. EmployeeDirect transactions have an "IVR" in the upper left corner. All other batch processes remain the same.

♣ When viewing BES online, you can identify an EmployeeDirect transaction by the user ID. It will be either PER129ES1 for EmployeeDirect entries, or may be PER129ES8 for corrections to EmployeeDirect by Office of Health Benefits staff.

Status Changes for 2001

You recently received updated rules for status changes in 2001 under the Flexible Benefits Program. For health care plans, these new regulations will go into effect on July 1, 2001. The current status changes will remain effective for health plans until that time.

A Note on Retroactivity

Limited retroactivity is provided to protect an employee in the event of agency error in the administration of the employee's health benefits. Beginning with the July 1, 2000 contracts, HMOs limit retroactive changes to a period of 60 days. The previous limit was 90 days.

The contractual limitation for the Key Advantage and Cost Alliance plans continues to be 12 months. However, for Key Advantage and Cost Alliance, the Benefits Eligibility System (BES) allows 60 days for retroactive changes without approval from the Office of Health Benefits.

Reminder: Trigon's drug prior authorization list is on the web at <http://state.trigon.com>

Ordering Materials-- Holiday Schedule

Edgewood will be closed for Thanksgiving on Nov. 23 and Nov. 24, and from Dec. 25 through Jan. 1, 2001 over the Christmas holidays

Flexible Benefits Correction

The Flexible Benefits Sourcebook has an error on page 6 regarding Dependent Care Flexible Reimbursement Accounts. The first bullet under Eligible Dependents should read "Children 12 years or younger who reside in your household."

